






PERSON SPECIFICATION

Assessment: A – Application Form, I – Interview, T – Test, P – Presentation, R – References,
C – Pre-employment checks, O - Other

Criteria	Essential / Desirable E or D	Assessment
Experience and Knowledge <ul style="list-style-type: none"> 18 months experience in acute care / hospital setting Experience of working in more than one area/discipline within the clinical environment/setting Understanding of basic physiology, e.g. normal vital signs, fluid balance nutritional requirements etc. Ability to work effectively as a team player under appropriate supervision, and as part of a multi-disciplinary team Knowledge and experience of providing person centred care Knowledge and understanding of the 6C's of nursing Understand the physiological, psychological and social needs of patients and their families 	E E E E E E	AIR
Qualification and Professional Training <ul style="list-style-type: none"> Care Certificate GCSE Maths Grades A-C, Levels 4-9, Functional Skills Level 2 GCSE English Grades A-C, Levels 4-9, Functional Skills Level 2 NVQ / Diploma Level 3 Clinical Healthcare / Health & Social Care / Level 3 Healthcare related qualification Evidence of CPD 	E E E D	AIR
Skills and Abilities <ul style="list-style-type: none"> IT Skills – can use computer, email, word Able to perform a range of clinical skills / competencies Knowledge and understanding of Trusts EXCEL 	E E E	AIR

values and Compact Agreement <ul style="list-style-type: none"> • Good written and verbal communication skills 	E	
Personal Qualities <ul style="list-style-type: none"> • Work in line with Trusts ExCEL values and compact agreement • An insight into how to evaluate own strengths and development needs • Able to work on own initiative • Committed to delivering high standards of patient care • Demonstrates a professional and positive attitude • Able to be flexible and adaptable within the team • Friendly, open and empathetic • Reliable • Enthusiastic, Self-motivated and responsive to change • Evidence of time management skills and ability to prioritise 	E E E E E E E E E E	IR
Other <ul style="list-style-type: none"> • Ability to assist patients to move using appropriate aids • Ability to handle and manoeuvre equipment and beds on a daily basis • Working Monday to Friday with some Flexible working weekends and nights • DBS/ occupational health checks required 	E E E E	IRC
Trust Values <div>  Effective open communication </div> <div>  Excellence and safety in all that we do </div> <div>  Challenge but support </div> <div>  Expect respect and dignity </div> <div>  Local healthcare that inspires confidence </div>	All essential	All interview